

SMC **Next Gen** Presentation

15 April 2008





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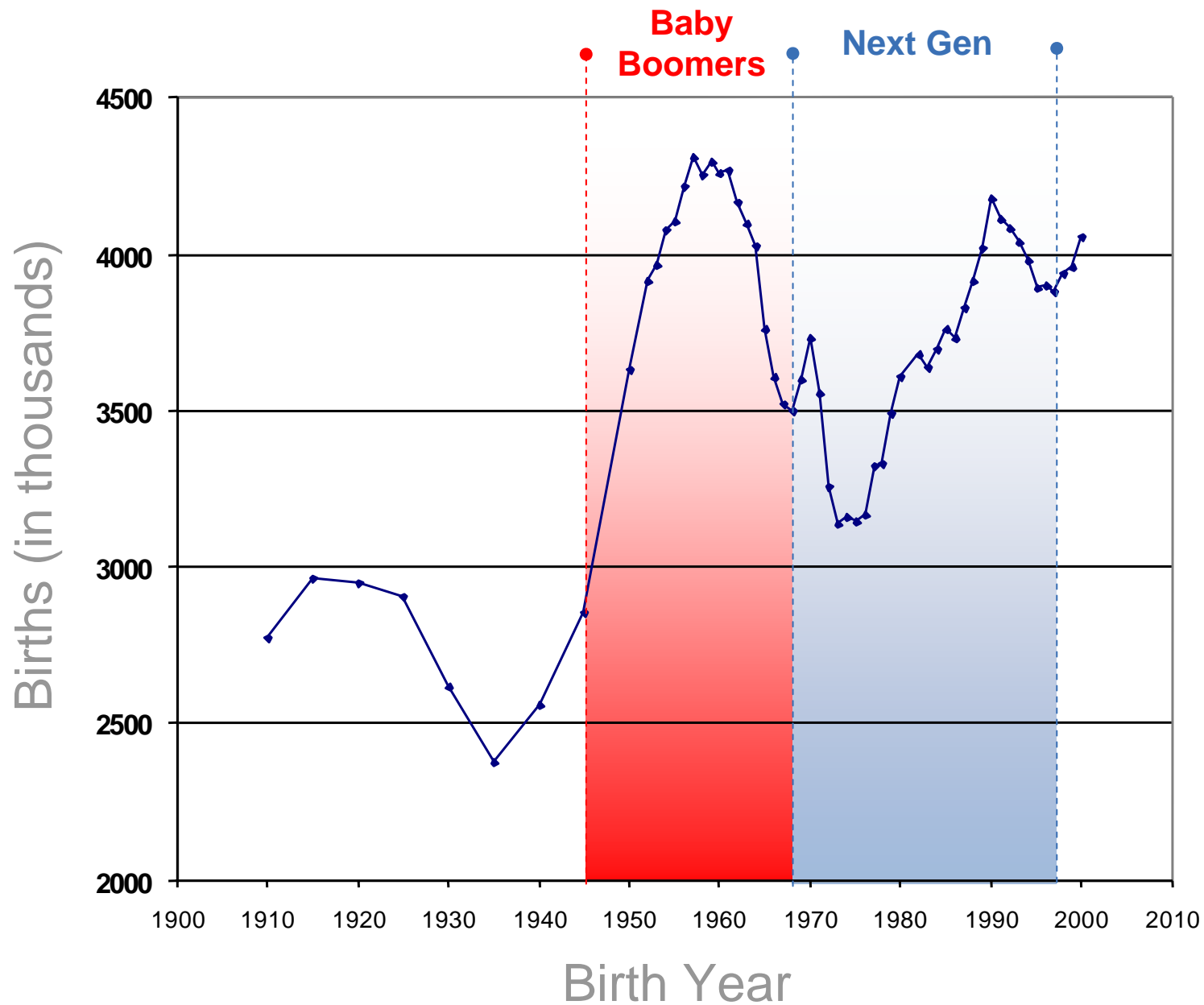


JSC / **Nick Skytland**, project manager

The purpose of the Generation Y Perspectives presentation was **to spark a discussion** about strategic communications...

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... it went **viral**, got people talking...

... and fostered a healthy disagreement!
(even within the “Next Gen” community)



These discussions have brought up many
more questions than answers...

What is the value of Gen Y in creating a “sustainable” space program?

Is there a disconnect between NASA and Next Gen?

What does the hiring and retention data tell us?

Does Gen Y expect NASA to cater to them?

Do better communication tools exist?

Do we already have them?

Why should NASA care?

We recognize that these are not new questions.

We don't have all the answers.

However, we recognize that there is always the tyranny of the **urgent**.

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We believe that strategic workforce issues are **equally as urgent.**

We are asking that the focus on today's urgent issues be balanced with the needs of tomorrow.

We realize that there is potential for increased risk on those projects but missions today must take the risk of raising young people and not just hiring already experienced people.

The agency is facing a human spaceflight gap and we are heading *into* that gap with a young workforce that has its own *experience gap*.

Combined, these respective gaps constitute a unique coupling of problems; the 1970's experience gap could pale in comparison to the impact of today's gap.

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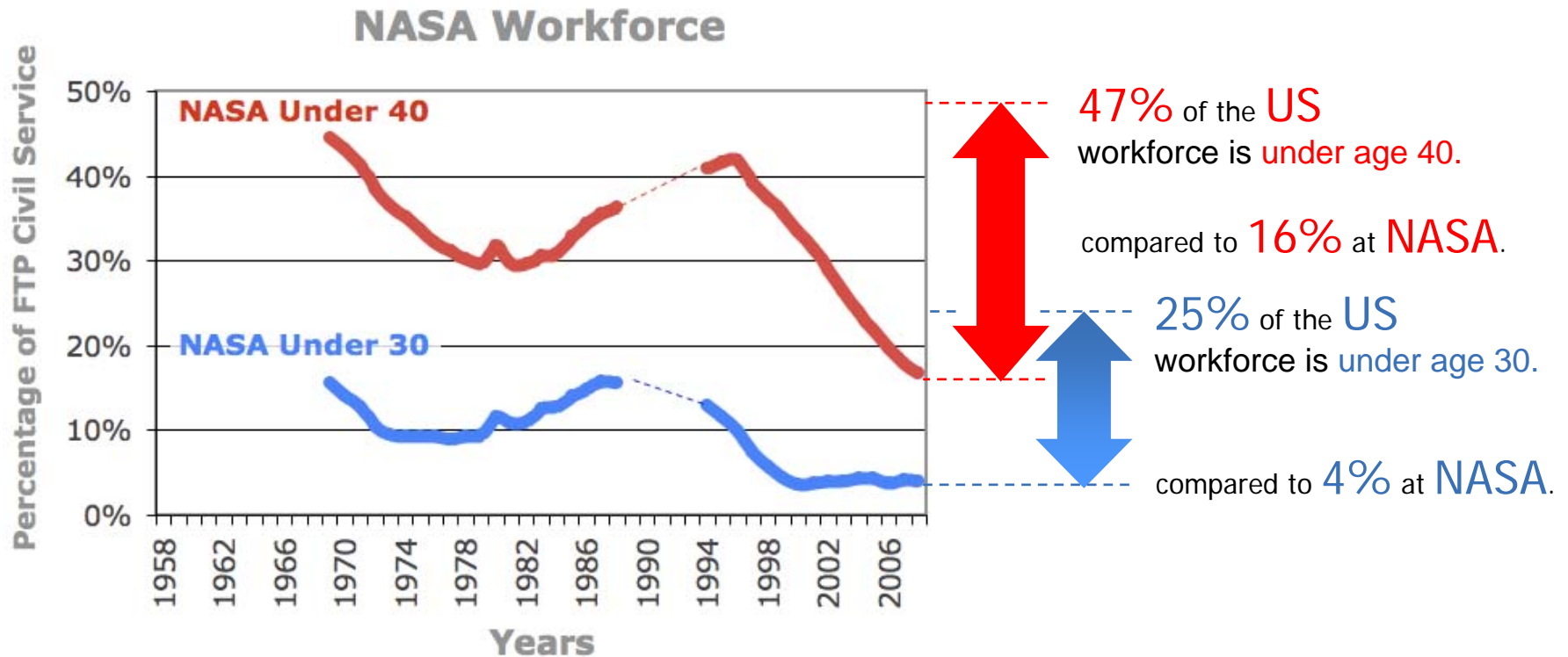
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The younger workforce is at an **all time low**.

- A hiring “freeze” resulted in an 8 year gap in the 1970’s (~1971-1979).
- We’re currently 15 years into what may be a 22 year gap (1993-2015).



There are currently many **efforts** across NASA that have started to address the strategic workforce issues:

KSC Refresh Team

ARC NGEC, CoLab

GSFC NEWB, DDCS

JSC Gen Y Workshop

NASA FIRST Program

HQ Human Capital website

JPL College Grads Website

So lets consider this question:

"What does  do next?"

We're asking to create an environment where all NASA employees can leverage their strengths to push the limits of science and space exploration by:

Providing the current NASA workforce with infusion of fresh ideas, methodologies and technologies.

Providing the Next Gen NASA workforce the programs and experience today that it needs to be the leaders in the future.

Enabling enhanced communication and collaboration between NASA centers.

Getting more young people in the door.

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We want to help communicate that  is...

open.

integrated.

collaborative.

innovative.

engaging. **bold.**



This is



Contributors to this presentation from NASA or its contractors include:

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“It is difficult to say what is impossible, for the dream of yesterday is the hope of today and the reality of tomorrow.” Robert Goddard

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